

PERSON SPECIFICATION
Lecturer in Organisational Behaviour

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Doctoral qualification, or near completion, in a relevant subject.	Essential	Application Form / Supporting Statement
2. Evidence of contemporary knowledge in some of the following areas: <ul style="list-style-type: none"> • Sustainability • Organizational behavior 	Essential	Supporting Statement / Interview
3. Teaching experience at higher education level in the UK HE context with evidence of successful student learning outcomes and good pedagogic practice in a related subject and/or High quality presentation skills and experience of developing professionals in a UK context.	Essential	Supporting Statement / Interview
4. Suitable level of proficiency in ICT and understanding of its application to teaching and learning in the classroom.	Essential	Supporting Statement / Interview
5. Ability to enhance research and/or knowledge exchange within one of the School's research groups.	Essential	Supporting Statement / Interview
6. Evidence of research dissemination and potential peer-reviewed publications suitable for inclusion in Research Excellence Framework.	Essential	Supporting Statement / Interview
7. Demonstrable capacity to contribute to the learning and teaching excellence within the School.	Essential	Supporting Statement / Interview
8. Willingness to work overseas.	Desirable	Supporting Statement / Interview
9. Experience of professional practice, knowledge of their professional standards.	Desirable	Supporting Statement / Interview
10. Evidence of ability to communicate confidently and clearly with a wide range of people both orally and in writing.	Desirable	Supporting Statement / Interview
11. Recognised teaching qualification or HEA Fellowship.*	Desirable	Application Form / Supporting Statement

12. Recognised Professional Qualification in a relevant subject.	Desirable	Application Form
13. Experience of applying for and securing external funding.	Desirable	Supporting Statement / Interview

- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency-based interview questions, tests, work-related exercise, presentation or teaching session etc.

*Newly appointed staff who do not already hold HEA professional recognition or a HE teaching qualification will be required to achieve this within three years of their appointment to the post, either through completion of the PG Cert Learning and Teaching in HE, or for those with significant experience of teaching in HE, via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.